

RESOLUTION ESTABLISHING A POLICY
AGAINST DISCRIMINATION BASED ON
SEXUAL ORIENTATION OR GENDER
IDENTITY (COMMISSIONERS)

WHEREAS, Franklin County should treat employees respectfully; persons employed by Franklin County are a vital part of creating and fostering efficient governmental practices and ensuring that all citizens receive the support and services that they need and to which they are entitled, and such employees should be treated with respect and dignity; and

WHEREAS, the County should seek to attract top quality employees; Franklin County must compete for the best employees it can recruit and retain, and discriminatory conduct in hiring and other employment related decisions undermines the county's ability to attract and retain the best possible employees; and

WHEREAS, state and federal law already prohibit a range of discriminatory practices; and Ohio law, consistent with federal law, prohibits employers, including the county, from discriminating in employment decisions on the basis of race, color, religion, national origin, veteran status, disability, age or sex; yet, there are no such laws that prohibit employers from discriminating in employment related decisions on the basis of sexual orientation or gender identity; and

WHEREAS, such discriminatory conduct undermines the effectiveness of employees discriminated against, prevents the county from attracting the best available talent to work on behalf of the people of Franklin County, offends basic notions of human dignity and are detrimental to individuals and the community.

NOW, therefore, upon the motion of Commissioner Kilroy, and seconded by Commissioner Brooks,

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF FRANKLIN COUNTY OHIO:

In concert with the Executive Order 2007-10S issued by Governor Ted Strickland and from which this Resolution is heavily based, it is the policy of the Franklin County Board of Commissioners to prohibit discrimination on the basis of sexual orientation or gender identity.

Applicable Definitions. The following definitions apply to the requirements of this Resolution:

- a. Sexual Orientation: A person's actual or perceived homosexuality; bisexuality; or heterosexuality; by orientation or practice, by and between adults who have the ability to give consent.
- b. Gender Identity: The gender a person associates with him or herself, regardless of the gender others might attribute to that person.

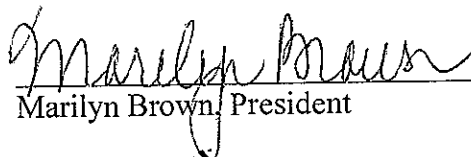
Prohibition Against Discrimination. For the reasons stated above, the Franklin County Board of Commissioners declare it to be the policy of the County that no person employed by an agency under the Appointing Authority of the Board may discriminate on the basis of sexual orientation or gender identity in making any of the following employment related decisions:


- a. Hiring
- b. Layoff
- c. Termination
- d. Transfer
- e. Promotion
- f. Demotion
- g. Rate of Compensation
- h. Eligibility for In Service Training Programs

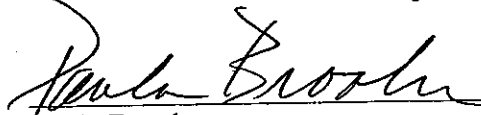
Management of Discrimination Complaints. Any person who believes that an employee has discriminated against him or her in violation of this policy may file a complaint with the Director of the Department of Human Resources. All such complaints will be investigated and resolved within a reasonable time. Persons engaging in discrimination in violation of this policy will be subject to discipline sanctions.

The Franklin County Policy and Procedure Handbook and the Employee Handbook shall be revised to incorporate the policy established by this Resolution.

Voting Aye thereon:


Marilyn Brown, President


Mary Jo Kilroy


Paula Brooks
BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, OHIO

Voting Nay thereon:

Marilyn Brown, President

Mary Jo Kilroy

Paula Brooks
BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, OHIO

WJF/skm